#### Complete if Known Substitute for form 1449/PTO Application Number 09/878,245 INFORMATION DISCLOSURE Filing Date June 12, 2001 STATEMENT BY APPLICANT First Named Inventor Dewar (Use as many sheets as necessary) Art Unit 2129 Lut Wong **Examiner Name** Attorney Docket Number 2951.03US02 21 Sheet 1 of U.S. PATENT DOCUMENTS **EXAMINER Publication Date** Name of Patentee or Applicant Cite INITIAL\* No.1 Document Number MM-DD-YYYY of Cited Document Number-Kind Code<sup>2</sup> (if known) US-5,325,862 07-05-1994 Lewis 04-18-1995 US-5,408,588 Ulug 10-24-1995 Arbabi US-5,461,699 11-14-1995 Ulug US-5,467,428 US-5,490,097 02-06-1996 Swenson US-5,592,375 01-07-1997 Salmon 09-23-1997 US-5,671,409 **Fatseas** 03-10-1998 US-5,727,128 Morrison US-5,799,282 08-25-1998 Rakshit US-5,974,392 10-26-1999 Endo Chriest US-5,978,767 11-02-1999 11-09-1999 Thalhammer-Reyero US-5,980,096 US-5,999,909 12-07-1999 Rakshit 03-07-2000 Klein US-6.035.295 US-6,049,776 04-11-2000 Donnelly Fiszman US-6,115,646 09-05-2000 **Fuerst** US-6,189,029 02-13-2001 Durand US-6,272,467 08-07-2001 US-6,275,812 08-14-2001 Haq FOREIGN PATENT DOCUMENTS **Publication Date** Foreign Patent Document **EXAMINER** Cite T<sup>6</sup> INITIAL' MM-DD-YYYY Name of Patentee or Applicant No. of Cited Document Country Code<sup>3</sup> Number<sup>4</sup>Kind Code<sup>5</sup> (if known) WO 99/17242 A2 04-08-1999 Cooper et al. **EXAMINER** DATE **CONSIDERED SIGNATURE**

\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

<sup>1</sup>Applicant's unique citation designation number (optional). <sup>2</sup>See Kinds Codes of USPTO Patent Documents at www.uspto.gov or MPEP 901.04. <sup>3</sup>Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup>For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. <sup>5</sup>Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. <sup>6</sup>Applicant is to place a check mark here if English language Translation is attached.

### Complete if Known Substitute for form 1449/PTO Application Number 09/878,245 June 12, 2001 INFORMATION DISCLOSURE Filing Date STATEMENT BY APPLICANT First Named Inventor Dewar (Use as many sheets as necessary) 2129 Art Unit Lut Wong **Examiner Name** 2951.03US02 Attorney Docket Number 2 21 Sheet of U.S. PATENT DOCUMENTS Publication Date Name of Patentee or Applicant EXAMINER Cite No.1 MM-DD-YYYY of Cited Document INITIAL\* Document Number Number-Kind Code<sup>2 (if known)</sup> US-6,334,133 12-25-2001 **Thompson** 01-22-2002 Taub US-6,341,267 Bushey US-6,405,159 06-11-2002 10-08-2002 Brady US-6,463,430 US-6,466,914 10-15-2002 Mitsuoka Busche US-6,493,723 12-10-2002 McMenimen 02-04-2003 US-6,514,079 02-25-2003 US-6,524,109 Lacy 07-08-2006 Tuttle US-6,591,246 US-6,611,822 08-26-2003 **Beams** Pfenninger US-6,681,098 01-20-2004 Witte 02-10-2004 US-6,691,122 Pathria 04-27-2004 US-6,728,695 05-11-2004 Lacy US-6,735,570 05-25-2004 Arrowood US-6,742,002 07-27-2004 **Botros** US-6,769,066 Deb 09-21-2004 US-6,795,799 02-08-2005 Bushey US-6,853,966 02-22-2005 Watanabe US-6,857,877 FOREIGN PATENT DOCUMENTS Foreign Patent Document **Publication Date EXAMINER** Cite $T^6$ MM-DD-YYYY Name of Patentee or Applicant INITIAL' No.1 of Cited Document Country Code<sup>3</sup> Number<sup>4</sup>Kind Code<sup>5</sup> (if known) DATE **EXAMINER** CONSIDERED **SIGNATURE**

\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Applicant's unique citation designation number (optional). <sup>2</sup>See Kinds Codes of USPTO Patent Documents at www.uspto.gov or MPEP 901.04. <sup>3</sup>Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup>For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. <sup>5</sup>Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. <sup>6</sup>Applicant is to place a check mark here if English language Translation is attached.

#### Substitute for form 1449/PTO Complete if Known Application Number 09/878,245 INFORMATION DISCLOSURE June 12, 2001 Filing Date STATEMENT BY APPLICANT First Named Inventor Dewar (Use as many sheets as necessary) Art Unit 2129 **Examiner Name** Lut Wong 2951.03US02 Attorney Docket Number Sheet 3 of U.S. PATENT DOCUMENTS **EXAMINER** Publication Date Cite Name of Patentee or Applicant INITIAL\* No.1 **Document Number** MM-DD-YYYY of Cited Document Number-Kind Code<sup>2</sup> (if known) 03-08-2005 US-6,865,581 Cloninger 03-29-2005 Williams US-6,873,964 09-13-2005 US-6,944,596 Gray Firestone US-7,043,443 05-09-2006 Scarborough US-7,080,057 07-18-2006 03-13-2007 Roy US-7,191,138 US-7,191,139 03-13-2007 Roy Hammitt US-7,200,563 04-03-2007 Scarborough 12-18-2007 US-7,310,626 Benjamin US-7,356,484 04-08-2008 Gilbert US-2001/0011280 A1 08-02-2001 Pfenninger US-2001/0031457 A1 11-19-2002 US-2001/0042000 A1 11-15-2001 Defoor, Jr. 02-14-2002 Matteson US-2002/0019940 A1 03-17-2009 Richardson US-7,505,919 09-12-2002 Farenden US-2002/0128892 A1 US-2002/0128893 A1 09-12-2002 Farenden 09-12-2002 Farenden US-2002/0128894 A1 Scarborough 04-11-2002 US-2002/0042786 A1 US-2003/0191680 A1 10-09-2003 Dewar FOREIGN PATENT DOCUMENTS **Publication Date** Foreign Patent Document **EXAMINER** Cite $T^6$ No.1 MM-DD-YYYY Name of Patentee or Applicant INITIAL" of Cited Document Country Code<sup>3</sup> Number<sup>4</sup>Kind Code<sup>5</sup> (if known) **EXAMINER** DATE **CONSIDERED SIGNATURE**

<sup>\*</sup>EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

<sup>&</sup>lt;sup>1</sup>Applicant's unique citation designation number (optional). <sup>2</sup>See Kinds Codes of USPTO Patent Documents at www.uspto.gov or MPEP 901.04. <sup>3</sup>Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup>For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. <sup>5</sup>Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. <sup>6</sup>Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.97 and 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 2 hours to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

	Subs	stitute for form 14	149/PTO	Complete if Known				
	Suos	ALLEN TOT TOTAL T		A	pplication Number		878,245	
		ATION DISCLO		Fi	ling Date	Jun	ne 12, 2001	
ST		ENT BY APPLI		Fi	rst Named Inventor	Dev	ewar	
	(Use as	s many sheets as necessar	איי	Aı	rt Unit	212	29	
				Ex	xaminer Name	Lut	Wong	
Sheet	4	of	21	Attorney Docket Number 2951.03US02				
	Ь			<u>T</u>	DOCUMENTS			
EXAMINER	Cite			_	Publication Date		Name of Patentee or Applican	t
INITIAL*	No.1	Docume	ent Number	MM-DD-YYYY			of Cited Document	
		Number-Kir	nd Code <sup>2 (if known)</sup>					j
		US-2003/01957	786 A1		10-16-2003		Dewar	
		US-2003/02001	136 A1		10-23-2003		Dewar	
		US-2005/01142	279 A1		05-26-2005		Scarborough	
	·	US-2005/02462	299 A1		11-03-2005		Scarborough	
		US-						
		US-						
<b>"</b> "		US-						
	_	US-						
		US-						
		US-						
		US-						
		US-						
		US-						
		US-						
		US-						
		US-						
		US-						
				TEI	NT DOCUMENTS	<u>-</u>	<b></b>	,
EXAMINER INITIAL	Cite No. <sup>1</sup>	Foreign Pa	atent Document		Publication Date MM-DD-YYYY		Name of Patentee or Applicant	T <sup>6</sup>
			Number <sup>4</sup> Kind Code <sup>5</sup>		]		of Cited Document	
		- ( <i>if</i>	known)	—				
							1	
		<del>                                     </del>			1		+	
		<del> </del>	<del></del>					
		1						
					<del></del>			
EXAMINER	<del></del>				DATE		<del>-</del> !	<del></del>
SIGNATURE					CONSIDERED			

\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

<sup>1</sup>Applicant's unique citation designation number (optional). <sup>2</sup>See Kinds Codes of USPTO Patent Documents at www.uspto.gov or MPEP 901.04. <sup>3</sup>Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup>For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. <sup>5</sup>Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. <sup>6</sup>Applicant is to place a check mark here if English language Translation is attached.

# Complete if Known Substitute for form 1449/PTO 09/878,245 Application Number INFORMATION DISCLOSURE Filing Date June 12, 2001 STATEMENT BY APPLICANT First Named Inventor Dewar (Use as many sheets as necessary) Art Unit 2129 **Examiner Name** Lut Wong **Attorney Docket Number** 2951.03US02 21 Sheet 5 of NON PATENT LITERATURE DOCUMENTS Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the $T^2$ **EXAMINER** Cite No.1 INITIAL' item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published "123 Assess Demonstration," www.tekmetrics.com website archived January 28, 1999, 2 pages. Hart, "Predicting the tenure outcome of teachers based on variables known at the time of application," North Carolina State University, 1997, ProQuest, 94 pages. "ApView Main Menu," Demo, Aspen Tree Software, Inc., June 13, 1997, 30 "Aspen Tree Software: The Total Solution to Employee Recruiting & Selection," Aspen Tree Software, Inc., October 27, 1997, 29 pages "ASSESS Expert System/Bigby, Havis & Associates, Inc.", page archived from www.bigby.com, 2 pages, May 7, 1999. "assesspreview: Welcome to the ASSESS Internet Online Preview," page archived from www.bigby.com website, 1 page, May 8, 1999 "CAPS-A Total Solution for Off-Site Screening and Scheduling," Demo, Aspen Tree Software, Inc. April 24, 1997, 20 pages. "Catalog," web.archive.org/web/19981206203353/www.tekmetrics.com/catalog.html archived December 6, 1998, 3 pages "Industry of Choice," Food Service Research Forum, 46 pages, January 1997 "Interview Guide for Tom Horn," Aspen Tree Software, Inc., June 13, 1997, 17 "November 18, 1997: More Firms Recruit Via the Internet," The Boston Globe, 2 pages, November 14, 1997. "PR Newswire: TekMetrics Help EDS Select Top Sales Talent Online: 3 pages, http://www.google.com/search?hl=en&q+cache%3Awww.findarticles.com%2Fc f dsl%2Fm4PRN%2F1999 April%2F54502514%2Fpl%2Farticle.jhtml PR Newswire, April 29, 1999. "Profitability is Built Upon Teamwork" Decision Point Data (predecessor company of Unicru, Inc.) mailed to prospective customers, 6 pages 1997. "Saville & Holdworth, Human Resource Consulting: ApView<sup>TM</sup> Net, page archived from www.shlusa.com website, 2 pages, April 29, 1999. **EXAMINER** CONSIDERED

\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. <sup>1</sup>Applicant's unique citation designation number (optional). <sup>2</sup>Applicant is to place a check mark here if English language Translation is attached.

**SIGNATURE** 

			C 1							
S	ubsti	tute for f	orm 1449/F	PTO		Complete if Known				
					Application Number	09/878,245				
			N DISCLOS		Filing Date	June 12, 2001				
ST.			BY APPLIC eets as necessary		First Named Inventor	Dewar				
	( US	c as many SNE	.c.s us necessary,	, 	Art Unit	2129				
					Examiner Name	Lut Wong				
Sheet	6		of	21	Attorney Docket Number	2951.03US02				
	-		NON	PATENT LITE	ERATURE DOCUME	ENTS				
EXAMINER INITIAL*	Cite No.	item	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published							
			HL Aspen Tree Software-Solutions for Employee Selection," page archived rom www.aspentree.com website, 1 page, December 1, 1998.							
	-	SHL-	SHL-HR Support Tools, Analytical Process, Decision-Support Tech," page							
						website, 2 pages, February 18, 1999.				
	·	<b>I</b>		•	<del>-</del>	ors," page archived from				
					ge, February 9, 1999.	1				
				ne tracking: Frequently hived April 24, 1999, 3						
		pages	S.							
						rp. Job Candidates Over the 16, page 6, April 19,1999.				
		"Top				bsite archived December 5,				
		Stone	e, "Principa			network forecasting,"				
	<u> </u>	Nortl	h Carolina	State University	y, 1993, ProQuest, 12'	7 pages.				
		Bylin	nsky, et al.,	"Computers Thoages, Septemb	hat Learn by Doing," I	Fortune, Vol. 128, Issue 5,				
						ww.eeoc.gov, 11 pages.				
		G. D.	avid Garson	n, "Neural Nety	works An Introductory	y Guide for Social				
	! !	Scien	ntists," Nev			Sage Publications, 1998, pp.				
	L	1-194				11 11 11 11				
					ke on Real-World Prob					
	Щ,	Com	puter Worl	a, v26, n32, p2	1 (1), 1 page, August	10, 1992.				
EXAMINER SIGNATURE					DATE CONSIDERED					

\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. Applicant's unique citation designation number (optional). Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file

(and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.** 

Substitute for form 1/10/PTO		Complete if Known								
S	Substitute for form 1449/PTO INFORMATION DISCLOSURE				Applicati	on Number	09/878,245			
IN	FORM.	ATION	DISCLOSU	IRE	Filing Da		June 12, 2001			
			Y APPLICA			ned Inventor	Dewar			
	(Use as	s many she	ets as necessary)		Art Unit		2129			
					Examine	· Name	Lut Wong			
C1	1 7	-	- <b>C</b>	21	<u> </u>		2951.03US02			
Sheet	7		of	21						
DV ALMS INC.	<u> </u>	- ·				RE DOCUME		$T^2$		
EXAMINER INITIAL*	Cite No. <sup>1</sup>		Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published							
			•		n to Net,	" (Brief Artic	le) Computer Weekly, p6			
			), February 4, 1999.							
		1	awton, "Genetic Algorithms for Schedule Optimization," (Cover Story) AI xpert, v7, n5, p22 (6), 7 pages, May 1992.							
		Kulonda, Dennis J., "Reengineering Training for Performance Improvement,"								
							I Innovation Management,			
		PICM	1ET '99, Vol	. 1, July 25-2	9, 1999.	pp. 333-334.	-			
		"Scar	borough, "D	PDNeurotech	TM," Pov	wer Point Pres	sentation given to			
	prospective employer Decision Point Data (predecessor company of Unicru,									
		Inc.) 1998.	1 0 '	ctronic copy	provideo	to Decision l	Point Data, December			
<del></del>		1	•			•	Vork: Putting AI to Work in			
		the M		stract) Busine	ess weel	k, n3291, p. 1.	36(2), 1 page, November 2,			
an.							n," Reprinted with			
		)		The Bell Systoy, October, 1		nical Journal,	Vol. 27, pp. 379-423, 623-			
						Regulations Pe	ertaining to U.S.			
							ee Selection Procedures,			
		(CFR	, Title 41, Cl	napter 60, Pai	rt 60-3) :	52 pages,				
						0-3/toc.htm,				
						sting: White P				
						April 17, 199				
							ekMetrics, 1998, 1 page.			
"An Applied Look at Reducing Adverse Impact by Differential Selection Measures," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hy										
Orleans, USA, 3 pages April 14, 2000						amuai Confei	rence, nyan kegency, new			
						www hrainhend	ch.com website archived			
		1	h 2, 2000, 1	•	., v	, ,, ,, ,, , and ,	on one of the original of the original of the original of the original orig			
EXAMINER	<del></del>		, , <b>-</b> ,	<u> </u>		DATE				
SIGNATURE						CONSIDERED				

~	Substitute for form 1449/PTO		Complete if Known								
S	uostitui	te for form 1449/P	10	Application Number	09/878,245						
IN!	FORM	ATION DISCLOS	URE	Filing Date	June 12, 2001						
ST		ENT BY APPLICA	ANT	First Named Inventor	Dewar						
	(Use as	s many sheets as necessary)		Art Unit	2129						
				Examiner Name	Lut Wong						
Sheet	8	of	21	Attorney Docket Number	2951.03US02						
				ERATURE DOCUME	ENTS						
EXAMINER INITIAL*	Cite No. <sup>1</sup>		e, journal, serial, sy		ticle (when appropriate), title of the c, page(s), volume-issue number(s), blished	T <sup>2</sup>					
		"Applying Neura Psychology," SIC Orleans, USA, 2	OP 2000, 15 <sup>th</sup> A	Techniques to Predict Annual Conference, H 5, 2000.	ion Problems in I-O Iyatt Regency, New						
		"Aspen Tree Sof	spen Tree Software helps lessen resume overload," PC Week, Vol. 14, No. , page 84, ZDNet, August 25, 1997.								
		"Assess v.2: Tecl	Assess v.2: Technical Manual," Bigby Havis & Associates, Inc., 106 pages,								
		December 2003, describing products from 1970-2003.  "Assess v2-for Selection and Development," Bigy Havis & Associates, Inc., 5									
			w.bigby.com/s	systems/assessv2/Systems							
<del></del> .		"Assesspreview:	ASSESS User	r Site Instructions," page, October 12, 2000.	age archived from						
		"Assesspreview: website, 1 page,	History of AS October 11, 19	SESS," page archived	from www.bigby.com						
		website, 1 page,	October 11, 19	999.	from www.bigby.com						
		"Automated Tec Annual Conferer 2000.	hnologies for lace, Hyatt Reg	Biodata Prediction Sy ency, New Orleans, U	stems, "SIOP 2000, 15 <sup>th</sup> JSA, 2 pages, April 15,						
		http://web.archivlp2.Htm, 6 pages	e.org/web/199 s 1998.		www.coopersclub.com/ineth						
	,	"Brainbench-The Market," www.b pages.	e Measure of Arainbench.con	Achievement: A Skills n website white paper	s-Based Employment dated January 24, 2000, 9						
		"Brainbench- Th		Achievement: Complearchived May 1, 2003							
EXAMINER SIGNATURE				DATE CONSIDERED							

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.** 

				T. C. J. J.C.						
S	ubsti	tute for f	orm 1449/F	TO		Complete if Known				
					Application Number	09/878,245				
			N DISCLOS		Filing Date	June 12, 2001				
ST			BY APPLIC eets as necessary		First Named Inventor	Dewar				
	(Us	e as many sne	eets as necessary,	,	Art Unit	2129				
					Examiner Name	Lut Wong				
Sheet	9		of	21	Attorney Docket Number	2951.03US02				
			NON	PATENT LITI	ERATURE DOCUME	ENTS				
EXAMINER INITIAL*	Cite No.		ade name of the	author (in CAPITA	AL LETTERS), title of the art	cicle (when appropriate), title of the e, page(s), volume-issue number(s),	T <sup>2</sup>			
			rainbench-The Measure of Achievement: Javascript Certification,"							
		www	ww.brainbench.com website archived April 4, 2001, 3 pages.							
·		"Brai	rainbench-The Measure of Achievement: Mike Russiello,"							
			ww.brainbench.com website archived May 1, 2003, 2 pages.							
		I				e of Online Certifications,"				
						uary 26, 2000, 8 pages.				
					rity: About Our Assess					
					archived May 10, 200					
					-	tion," www.brainbench.com				
				l May 11, 2000						
					rity: Assessment Cent					
	ļ				archived May 12, 200					
					rity: Brainbench Certi					
		www	v.brainbenc	h.com website	archived May 24, 200	0, 2 pages.				
		"Bra	inbench-Th	e Skills Author	rity: Brainbench to De	evelop/Measure Talent for				
						ct," www.brainbench.com				
	ļ				oruary 11, 2000, 2 pag					
						Discuss Rapid Growth of				
					www.brainbench.com	n website press release dated	1			
			2, 2000, 2			1500				
					rity: Certifications Ad		ļ			
			Employment Market," www.brainbench.com website white paper dated June 7,							
			, 4 pages.	G1 111 1	** TO 4 337 1 **	Garatta Garatta	<u></u>			
						g Specialist Certification,"				
		www	v.brainbenc	n.com website	archived May 10, 200	ı∪, ∠ pages.				
EXAMINER SIGNATURE					DATE CONSIDERED					

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

S	ubstitu	te for form 1449/PT	O			omplete if Known			
				Application	n Number	09/878,245			
		ATION DISCLOSU		Filing Date		June 12, 2001			
ST		ENT BY APPLICA s many sheets as necessary)	NT	First Name	ed Inventor	Dewar			
	(Ose as	s many sneets as necessary)		Art Unit		2129			
				Examiner 1	Name	Lut Wong			
Sheet	10	of	21	Attorney D	Oocket Number	2951.03US02			
· · · · · · · · · · · · · · · · · · ·		NON P	ATENT LITE	TERATURE DOCUMENTS					
EXAMINER INITIAL*	Cite No. <sup>1</sup>	Include name of the a item (book, magazine	, journal, serial, sy	ymposium, ca	S), title of the artic atalog, etc.), date, ountry where publi	ele (when appropriate), title of the page(s), volume-issue number(s), ished	T <sup>2</sup>		
		"Brainbench-The website archived l		•		ww.brainbench.com			
		"Brainbench-The	rainbench-The Skills Authority: EDS Targets Training with Brainbench st!," www.brainbench.com website press release dated March 11, 1999, 2						
		"Brainbench-The for Online Skills ( release dated Octo	Brainbench-The Skills Authority: FedSources, Inc. Teams Up with Brainbench for Online Skills Certification Service," www.brainbench.com website press release dated October 22, 1999, 2 pages						
		"Brainbench-The Brainbench Certif 2000, 5 pages.	Skills Author ications <sup>TM</sup> ," v	rity: Frequ www.brai	nently Asked ( nbench.com v	Questions about website archived May 10,			
		"Brainbench-The Services Team wi www.brainbench.	th World's La	argest On press rele	line Certificat ase dated Feb	ruary 1, 2000, 2 pages.			
		"Brainbench-The www.brainbench.	Skills Author com website	rity: Hear archived	What Our Cu May 10, 2000	stomers Are Saying," , 6 pages.			
		"Brainbench-The www.brainbench.	com website	archived 1	May 10, 2000	,1 page.			
		the Market for Wated February 17	indows 2000, 7, 2000, 2 pag	" www.br ges.	rainbench.con	s Brainbench Tests to Prep n website press release	1		
		website archived	June 22, 2000	0, 2 pages		"," www.brainbench.com			
		Sterling," www.b	rainbench.com	m website	archived Ma	nscript for Chastity y 11, 2000, 3 pages.			
		"Brainbench-The Forms Partnershi www.brainbench	p With Leadir	ng Quality	y-Rating Serv				
EXAMINER SIGNATURE				I	DATE CONSIDERED				

**SIGNATURE** 

<sup>\*</sup>EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. Applicant's unique citation designation number (optional). <sup>2</sup>Applicant is to place a check mark here if English language Translation is attached.

	Substitute for form 1449/PTO		10	Complete if Known						
Su	ıbstitı	ute for f	orm 1449/P1	O	Application Number	Complete if Known 09/878,245				
TATE	'ODA	TATION	ו חופרו רפי	IDE	Filing Date	June 12, 2001				
			N DISCLOSU BY APPLIC <i>A</i>							
SIA			SY APPLIC <i>P</i> eets as necessary)	71.N.T	First Named Inventor	Dewar				
	( Jue (				Art Unit	2129				
					Examiner Name	Lut Wong	_			
Sheet	11	_	of	21	Attorney Docket Number	2951.03US02				
			NON P	ATENT LITE	ERATURE DOCUME	NTS				
EXAMINER INITIAL*	Cite No. <sup>1</sup>	Inclu item	ude name of the a	author (in CAPITA e, journal, serial, sy	L LETTERS), title of the arti	icle (when appropriate), title of the e, page(s), volume-issue number(s),	T <sup>2</sup>			
		1	rainbench-The Skills Authority: Pricing," www.brainbench.com website chived May 10, 2000, 2 pages.							
		"Brai	Brainbench-The Skills Authority: Privacy Policy," www.brainbench.com website archived May 10, 2000, 2 pages.							
			Brainbench-The Skills Authority: Sample Certificate," www.brainbench.com							
						-, 1, 1, 11.0141110011011.00111				
	<del></del>		website archived May 11, 2000, 2 pages.  "Brainbench-The Skills Authority: See Where You Stand,"							
			www.brainbench.com website archived April 19, 2000, 1 page.							
	<del></del>	"Brai	nbench-The	Skills Author	rity: Take the Microso	ft Challenge,"				
		www	.brainbench.	com website	archived March 3, 200	00, 2 pages.				
		"Brai	inbench-The	Skills Author	ity: Test Alert," www	brainbench.com website				
		archi	ved June 21,	, 2000, 2 pages	S					
	-	"Brai	inbench-The	Skills Author	rity: Test Developer,"	www.brainbench.com				
		webs	site archived	May 10, 2000	), 2 pages.					
		"Brai	inbench-The	Skills Author	rity: The Company," v	www.brainbench.com				
		webs	site archived	May 11, 2000	), 1 page					
						List," www.brainbench.com				
		webs	ite archived	May 11, 2000	), 1 page.					
					rity: Welcome to Brain					
					archived May 11, 200					
		"Cor.	npanies: Reչ	istration," wv	vw.previsor.com, 8 pa	ages, archived June 2000.				
		"Con	nfiguring Yo	ur Hardware a	and Browser," Virtual	Learning Technologies,				
	1	_		_	980524111629/http://v	www.proveit.com/browser.ht				
		ml, 2	2 pages, 1998	5	T) A TPD		<u> </u>			
EXAMINER SIGNATURE					DATE CONSIDERED					

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.** 

<del></del>											
Sı	ubstitut	te for form 1449/PT	0	Complete if Known							
				Application Number	09/878,245						
		ATION DISCLOSU		Filing Date	June 12, 2001						
ST		ENT BY APPLICA  many sheets as necessary)	.NT	First Named Inventor	Dewar						
	(Ose as	many succes as necessary)		Art Unit	2129						
				Examiner Name	Lut Wong						
Sheet	12	of	21	Attorney Docket Number	2951.03US02						
		NON P.	ATENT LITI	ERATURE DOCUME	ENTS						
EXAMINER INITIAL*	Cite No.1		journal, serial, sy		ticle (when appropriate), title of the e, page(s), volume-issue number(s), blished	T <sup>2</sup>					
			Custom Job Center," DecisionPoint Systems Hirelink Network advertisement, pages, provided to potential customers by Decision Point Systems (predecessor								
		company of Unicr	npany of Unicru, Inc.), before January 2000.								
			DI Launches Tech Spin-Off Targeting Small to Mid-Size Businesses,"								
		AdvantageHiring.		/ohout/mr DDIa	off agn. 2 naggs. Sontambor						
		17, 1999.									
		"DecisionPoint Sy	stems-Hiring	g Technology That Gi	ves You A Competitive						
		Advantage," Deci	sionPoint Sys	stems HirePro <sup>TM</sup> adve	rtisement, 2 pages, provided						
		_	-		redecessor company of						
<u></u>		Unicur, Inc.) befo			orporate Your Company's						
		Job Application.	Skills Test. B	ackground Checks and	d Tax Credit Paperwork Into						
		One Simple Proce	ss." Decision	Point Systems advert	isement, 4 pages, provided						
		to potential custor	ners by Deci:	sion Point Systems (pr	redecessor company of						
		Unicru, Inc.), before	ore January 2	000.	0.4						
		March 18, 1999.			& Associates, Inc., 3 pages,						
		"Facts About DD	: Who We A	re, What We Do," De	evelopment Dimensions						
		International, Inc.	, http://www	.ddiworld.com/about/j	pr_facts.asp, 3 pages,						
	<u> </u>	website visited or			tal-mati-sa 1						
		"Get eCertified as November 16, 20	_	rammer," http://www.	tekmetrics.com, 1 page,						
<del></del>		"Getting Started:		," TekMetrics, Inc., w	ww.tekmetrics.com, 3						
	-	pages, 1998.  "Guide to Using Assess Internet," Bigby Havis & Associates, Inc., 13 pages,									
		March 1999.									
	-	"Highlights, The	Bigby, Havis	Newsletters: How Ou	ur Clients Use ASSESS,"						
		page archived fro	m www.bigb	y.com website, 1 page	e, October 8, 1999.						
EXAMINER				DATE							

<sup>\*</sup>EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. Applicant's unique citation designation number (optional). Applicant is to place a check mark here if English language Translation is attached. This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

	1 .		4//0/==	10		C. L. CV.	
Sī	ubstitu	te for fo	orm 1449/PT	O	Application Number	Complete if Known 09/878,245	
INII	EODM.	A TION	DISCLOSU	I <b>D</b> E	Filing Date	June 12, 2001	
			Y APPLICA		-	Dewar	
517			ets as necessary)	111	First Named Inventor		
					Art Unit	2129	
					Examiner Name	Lut Wong	
Sheet	13		of	21	Attorney Docket Number	2951.03US02	
		,	NON P.	ATENT LITE	ERATURE DOCUME	ENTS	·
EXAMINER INITIAL*	Cite No. <sup>1</sup>			journal, serial, sy		icle (when appropriate), title of the c, page(s), volume-issue number(s), plished	T <sup>2</sup>
		Decis poten Inc.), "Hire adver Syste "Hire Decis poten Inc.), "Hire provice comp "Hire by Decis Janua "Inter Decis 1998. "Inter Packa "Invo Febru "Kno http://	ionPoint Systial customer before Januar Pro <sup>TM</sup> - Autoritisement, 2 pms (predecessionPoint Systial customer before Januar Pro <sup>TM</sup> , "Decided to potent bany of Unicropro <sup>TM</sup> ," Retailed to point bary 2000.  Tractive Intervision Point Date of Charles on Point Date of Charles	tems HirePro rs by Decision rry 2000.  mated Hiring rages, provide sor company sments- Appl tems Assess rs by Decision rry 2000.  isionPoint Sy rial customers ru, Inc.), befor till Direct Mai Systems (pre- riew Category ta, Inc. (pred- line to replace yeek, page 23 for Internet U	System, DecisionPoint Systems (predict to potential customer of Unicru, Inc.), before icant Assessment Testinent Series advertisem in Point Systems (predict to potential systems (predict to point Systems "HirePro <sup>TM</sup> adversion Point Systems Point Systems (predict to pages, provided to pages, provi	nt Systems HirePro <sup>TM</sup> ers by Decision Point ore January 2000. ts for "HirePro <sup>TM</sup> ," nent, 2 pages, provided to ecessor company of Unicru, vertisement, 1 page, vstems (predecessor  ided to potential customers Unicru, Inc.), before  PD Applicant Report, Unicru, Inc.), 1 page, April Launch of an Internet CV 1998. Associates, Inc., 1 page,	
		ml, 1 "Kno http:/	page, 1999. w It All- Teo web.archive	chnical Recru	iters," Know It All, Ir		
EXAMINER	L	1111, 1	page, 1998.	**-	DATE		

**SIGNATURE** 

**CONSIDERED** 

Çı	Substitute for form 1449/PTO			Complete if Known						
50	aosatu	101 I	O.III 1 17 <i>7</i> /1 1		Application N		09/878,245			
			DISCLOSU		Filing Date		June 12, 2001			
STA			Y APPLICA	NT	First Named In	nventor	Dewar			
	(Use as	many sne	ets as necessary)		Art Unit		2129			
					Examiner Nan	ne	Lut Wong			
Sheet	14		of	21	Attorney Docl	ket Number	2951.03US02			
			NON P.	ATENT LITE	ERATURE I	DOCUME	NTS			
EXAMINER INITIAL*	Cite No. <sup>1</sup>			journal, serial, sy		og, etc.), date,	cle (when appropriate), title of the page(s), volume-issue number(s), ished	$T^2$		
		"http: tml, l	Know It All-Training Directors," Know It All, Inc., attp://web.archive.org/web/19991009192333/www.knowitallinc.com/training.h al, 1 page, 1999.							
		http:/ 1 pag	now It All, Inc.: About Us," Know It All, Inc., p://web.archive.org/web/19991109161725/www.knowitallinc.com/about.html page, 1999.							
		http://ml, 2	'Know It All, Inc.: Features and Benefits," Know It All, Inc., http://web.archive.org/web/19991110092810/www.knowitallinc.com/software.ht ml, 2 pages 1999.							
		autor 1998	nomously," P	roceedings of	the third A	CM confer	vorked information ence on Digital libraries,			
		Outc		2000, 15 <sup>th</sup> A			ts for Predicting Criterion att Regency, New Orleans,			
		"Onl	ine Recruitin	g Strategist,"			tp://www.hunt- 8 pages, January 2000.			
		2000 April	, 15 <sup>th</sup> Annual l 14, 2000.	Conference,	Hyatt Rege	ncy, New (	ative Predictors," SIOP Orleans, USA, 2 pages,			
		http://	//www.pvv.o		//filer/Progra	ammerApti	itudeTest.html, 3 pages,			
	"Proposal to: [Customer Name Production and Operations Job					ne Redacted:]: for Selection System Development- ob Families," Proposal #P0317R00, Development c., 27 pages, Submitted September 30, 1998.				
\$ <b>!</b>		"Pro	posal to: CLI	ENT NAME national, Inc.,	: Web-Scree	n Proposal	," Development			
EXAMINER SIGNATURE		•			DA	TE NSIDERED				

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.** 

S	ubstitut	te for form 1449/P	TO		Complete if Known		
				Application Number	09/878,245		
		ATION DISCLOS		Filing Date	June 12, 2001		
ST		ENT BY APPLIC.  many sheets as necessary)	ANT	First Named Inventor	Dewar		
	(Ose as	many sneets as necessary)		Art Unit	2129		
				Examiner Name	Lut Wong		
Sheet	15	of	21	Attorney Docket Number	2951.03US02		
	<del></del>	NON I	PATENT LIT	ERATURE DOCUME	ENTS		
EXAMINER INITIAL	Cite No. <sup>1</sup>	Include name of the item (book, magazin	e, journal, serial, sy	AL LETTERS), title of the art ymposium, catalog, etc.), date city and/or country where pul	cicle (when appropriate), title of the e, page(s), volume-issue number(s), blished	T <sup>2</sup>	
		Technologies, http://web.archiv pages, 1999.  "Prove It! Featur http://web.archiv ml, 2 pages 1999.  "Prove It! Featur Inc., http://web.archiv ml, 2 pages, 1999.  "Prove It! Result http://web.archiv l, 2 pages, 1999.  "Prove It!," Virtu http://web.archiv l, 2 pages, 1998.  "Proveit.com Featur L, 2 pages, 1998.  "Psychology Technology Tec	e.org/web/199 es and Benefit e.org/web/199 es and Benefit e.org/web/199 es Page," Know e.org/web/199 at Learning Tre.org/web/199 ethnology Desi SHRM Conferences.	s," Know It All, Inc., 191009032643/www.k rs: Internet and Intrane 191110011034/www.k rs. Internet and Intrane 191110011034/www.k rs. Internet and Intrane 191009121500/www.k rs. Internet and Intrane 191110011034/www.k rs. Internet and Intrane 19111009121500/www.k rs. Internet and Intrane 191110091	croveit.com/demo.shtml, 6 croveit.com/features.ht et Solutions," Know It All, crowitallinc.com/network.ht crowitallinc.com/results.htm crowitallinc.com/results.htm crowitallinc.com/features.html croweit.com/features.html, 1 Selection and is & Associates, Inc., 2		
	IZ, Inc., qwiz.com/main.htm, 1 page,						
FXAMINER		http://web.archiv pages, 1998.	/e.org/web/199	981205104155/208.14 DATE	7.160.198/welcome.asp, 2		
EXAMINER	i			IDAIL	1		

**SIGNATURE** 

CONSIDERED

Q	Substitute for form 1449/PTO		Complete if Known								
b	นบอนเน	ic 101 I	UIIII 144 <i>7</i> /1	10	Application Number	09/878,245					
INI	FORM.	ATION	DISCLOS	SURE	Filing Date	June 12, 2001					
ST			Y APPLIC		First Named Inventor	Dewar					
	(Use as	many she	ets as necessary	)	Art Unit	2129					
					Examiner Name	Lut Wong					
Sheet	16		of	21	Attorney Docket Number	2951.03US02					
	1				ERATURE DOCUME	ENTS					
EXAMINER	Cite	Inclu				ticle (when appropriate), title of the	T <sup>2</sup>				
INITIAL*	No.1	item	(book, magazi		symposium, catalog, etc.), date, city and/or country where pub	e, page(s), volume-issue number(s), blished					
		"QW	QWIZtek™ Technical Skills Testing Software,"								
		http://	p://web.archive.org/web/19981205232749/www.qwiz.com/qwiz_tek.cfm, 2 ges, 1998.								
	<del></del>			-Closed Loop	Reporting for HirePro <sup>T</sup>	M," DecisionPoint Systems					
		Repo	eportView <sup>TM</sup> advertisement, 4 pages, provided to potential customers by								
			Decision Point Systems (predecessor company of Unicru, Inc.), before January								
		2000.				TOD BOOK 15th					
		"Self	-Organizin	g Maps and Co	ommitment Profiles," S	SIOP 2000, 15 <sup>th</sup> Annual					
<u> </u>		Conf	erence, Hy	att Regency, N	New Orleans, USA, 2 p	ages, April 15, 2000.					
		http:/	n i ests Prod //web archi	iuct Line," Vii ve org/weh/10	rtual Learning Technol	www.proveit.com/products.h					
-			7 web.arciii 3 pages, 19			v w w.provett.com/products.m					
					Logistics and Scoring,'	"Bookman Testing					
			ices, Inc.,			, , , ,					
				-	000823160658/www.t	eckcheck.com/services/logis					
			tml, 1 page		-tton " Dool To-ti-	na Caminag Inc					
		http://	KUnek Apr	11 1999 Newsl	etter," Bookman Testin	reckchek.com/home/newslett					
				pages, April 19		CCROHOR.COHII HOHIO/ HC WSICIL					
		"Tek	Metrics E-	Certifications	(TM) Offered On www	v.CareerBuilder.com," PR	<u>.</u>				
		News	swire, page	9882 (2 page	s), March 22, 1999.	,					
		"The	ASSESS	System: An As	ssessment Tool for Cor	nsulting to Business,"					
						pages, July 22-24, 1999 and					
		October 7-9, 1999.									
		"The Odd Friday Report: 1 to 1 ® Career Opportunities," Peppers and Rogers									
					February 11, 2000, 3p						
					ducts-Profiles Internat						
EXAMINER	<u> </u>	inter	national, Ir	ic., website arc	chived May 26, 2000, 2	z pages.					
CICNATURE					CONSIDERED						

0	uhetitu	ite for form 1449/PT	<u>``</u>	Complete if Known							
3	นบริเนิน	ne 101 101111 1449/P1	U	Application Number	09/878,245						
IN	FORM	ATION DISCLOSU	JRE	Filing Date	June 12, 2001						
ST		IENT BY APPLICA	NT	First Named Inventor	Dewar						
	(Use a	s many sheets as necessary)		Art Unit	2129						
				Examiner Name	Lut Wong						
Sheet	17	of	21	Attorney Docket Number	2951.03US02						
		NON PATENT LITERATURE DOCUMENTS									
EXAMINER INITIAL*  Cite No. Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published											
		"Unicru-History, "http://www.unicru.com/about/history.aspx, 3 pages, website									
		visited on September 23, 2005, 3 pages, recounting events from 1987-2005.  "Welcome to C&L Springboard: Welcome to SSA Online,"									
		http://web.archive.org/web/19980118183630/www.coopersclub.com/Screen1.ht m, 2 pages, 1998.  "What's New at TeckChek in IT Adaptive Test Assessment," Bookman Testing Services, Inc., http://web.archive.org/web/19990422225528/www.teckchek.com/home/whatsne									
#		w.html, 1 page, 1999.									
		Clainos, "Tools & Technology," International Mass Retail Association, 1999 Store Operations & Human Resources Conference, Decision Point Data, Inc.									
		(predecessor company of Unicru, Inc.), 28 pages, February 2, 1999.									
		Duong et al., "A System of IAC Neural Networks as the Basis for Self-Organization in a Sociological Dynamical System Simulation," Behavioral									
	L	Science, Vol. 40,	pages 275-30	3, 1995.							
		Gormley, "Person	psychology,								
		http://groups.google.com/group/sci.psychology.personality/browse_thread/threa d/6ae48d82d3d2b686/32f49b703260c483?q=personality+testing&mum=18&hl=en#32f49b703260c483, 3 pages, July 21, 1998.  Jacobs, "Minimizing Risk: Hiring in the 21 <sup>st</sup> Century," www.shlusa.com, Presentation to the International Personnel Management Association Counsel, SHL North America, 42 pages, June 7, 2000.									
<u></u>											
		Labate et al., "Employee Skills Analysis Using a Hybrid Neural Network and									
		Expert System," IEEE International Conference on Developing and Managing									
				ges 205-211, March 1							
		Lake, "Web-based Skill Testing for Computer Professionals," Computing, Volume 6, No. 5, pages 30-32, 1998.									
EXAMINER	<u> </u>	volume o, No. 5,	pages 30-32,	DATE							
EXAMINEK		DATE									

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

S	ubstitu	te for f	orm 1449/PT	O		Complete if Known						
Substitute for form 1447/1 10					Application Number	09/878,245						
INFORMATION DISCLOSURE STATEMENT BY APPLICANT (Use as many sheets as necessary)					Filing Date	June 12, 2001						
					First Named Inventor	Dewar						
					Art Unit	2129						
					Examiner Name	Lut Wong						
Sheet	18		of	21	Attorney Docket Number	2951.03US02						
				ATENT LITE	ERATURE DOCUM	ENTS						
EXAMINER INITIAL*	Cite No. <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published										
		McCune, "A Few Good Employees (Screening and Evaluating Software for Employee Recruitment)," Management Review, Vol. 87, No. 4, page 38 (5 pages), April 1998.										
		Mondragon et al., "Implementing Web-Based HR Systems: From Recruitment to										
		1	Surveys and Beyond,' SIOP 2000 Workshop 5,									
		http://www.siop.org/Conferences/00Con/Workshops/workshop5.htm, 2 pages, 2000.										
		Oliver, "Slouches Make Better Operators (Aspen Tree Software Designs										
		Personnel Questionnaire and Productivity Measurement Software)," Forbes, Vol. 152, No. 4, page 104, (4 pages), August 6, 1993.  Tokunaga et al., "Career Progression in a Fortune 500 Company: Examination of										
		the "Glass ceiling," IEEE Transactions on Engineering Management, Vol. 43, No. 3, 1996, pp. 2662-272.										
		Russiello, "Online Certifications (FREE)," CTS News Archives: wu.jobs#202, 2 pages, January 13, 1999.  Scarborough, "Decision Point Systems," Presentation to potential customer, 38										
		pages, ten or fewer copies left with potential customer, Wilsonville, Oregon, before June 2000.										
		Scarborough, "Welcome, Portland State University," Presentation to about 15 people, Portland, Oregon, 20 pages, before May 2000.										
		Walczak, "Categorizing University Student Applicants with Neural Networks," IEEE International Conference on Neural Networks, IEEE World Congress on										
		Computational Intelligence, Vol. 6, pages 3680-3685, 1994.  Kaatz, James Bryan, "City manager Tenure Stability: A Predictive Model Based  Bryan, "City manager Tenure Stability: A Predictive Model Based  Bryan, "City manager Tenure Stability: A Predictive Model Based										
		on Perceived Council Conflict, Leadership, Effectiveness and Conflict Resolution Ability," Northern Illinois University, 1996, Abstract only, 2 pages.										
		"All About ApView" video (Length 17:13), Aspen Tree Software, Inc., March										
	!	7,1997, video file "TRAINING.avi"										
EXAMINER SIGNATURE					DATE CONSIDERE							
*EXAMINER	: Initial if	referenc	e considered, who	ether or not citation	on is in conformance with N	IPEP 609. Draw line through citation if n	ot in					

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.** 

If you need assistance in completing the form, call 1-800-PTO-9199 (1-800-786-9199) and select option 2.

Substitute for form 1449/PTO Complete if Known

INFORMATION DISCLOSURE STATEMENT BY APPLICANT (Use as many sheets as necessary)					Applicati	on Number	09/878,245			
					Filing Da	te	June 12, 2001			
					First Nan	ned Inventor	Dewar			
					Art Unit		2129			
					Examiner	· Name	Lut Wong			
Sheet	heet 19 of 21				Attorney	Docket Number	2951.03US02			
=			NON P	ATENT LITE	ERATUR	RE DOCUME	NTS			
EXAMINER INITIAL*	Cite No. <sup>1</sup>		ide name of the a	uthor (in CAPITA , journal, serial, sy	L LETTER	RS), title of the art	icle (when appropriate), title of the , page(s), volume-issue number(s),	T <sup>2</sup>		
		Ukwendu, Michael Okey Egbosiuba, "Effects of Satisfaction with Performance Evaluation Systems on Employee Turnover," Nova Southeastern University, 1998, Abstract only, 2 pages.								
;		Aspen Tree Software video (Length 13:44), Aspen Tree Software, Inc., March 10, 1997, video file "ATS.avi"								
		Springboard video (Length 9:44), Aspen Tree Software, Inc. April 30, 1998, video file "Coopers_Net.avi"								
		Kemp, "Knowledge-based Simulation for Teaching," Proceedings of the 1 <sup>st</sup> New Zealand International Stream Conference n Artificial Neural Networks and Expert Systems; pages 192-195, November 1993.								
		Kirby et al., "An Analysis of Applying Artificial Neural Networks for Employee Selection," Americas Conference on Information Systems, 3 pages, 1998.  Somers, M.J. "Application of two neural network paradigms to the study of voluntary employee turnover" Journal of Applied Psychology, 84, 177-185 (1999).								
		Walczak, "Neural Network Models for a Resource Allocation Problem," IEEE Transactions on Systems, Man, and Cybernetics-Part B: <i>Cybernetics</i> , Vol. 28, No. 2, pages 276-284, April 1998.								
		Bartholomew, D.J., "Note on the Measurement and Prediction of Labour Turnover," Journal of the Royal Statistical Society. Series A (General), Vol. 122, No. 2, 1959, pp. 232-239, 8 pages.								
		Morrow et al., "Using Absenteeism and Performance to Predict Employee Turnover: Early Detection through Company Records," Journal of Vocational Behavior, Vol. 55, pp. 358-374 (1999) 17 pages.								
		"Adaptive Outsourcing in Cross-organizational Workflows" by Klingemann et al., CaiSE'99, 1999.								
		Adkins et al., "Judgments of fit in the selection process: the role of work value congruence," Personnel Psychology, 1994.								
EXAMINER SIGNATURE						DATE CONSIDERED				

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

## Complete if Known 09/878,245 Application Number June 12, 2001 Substitute for form 1449/PTO Filing Date First Named Inventor Dewar INFORMATION DISCLOSURE 2129 Art Unit STATEMENT BY APPLICANT **Examiner Name** Lut Wong (Use as many sheets as necessary) 2951.03US02 Attorney Docket Number Sheet 20 of 21 NON PATENT LITERATURE DOCUMENTS $\overline{T^2}$ **EXAMINER** Cite Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), INITIAL\* No.1 publisher, city and/or country where published Caldwell et al., "Personality Characteristics of Job Applicants and Success in Screening Interviews," 10 pages, Personnel Psychology, 1998. Chambless et al., "Information-Theoretic Feature Selection for a neural behavioral Model," Proceedings of the International Joint Conference on Neural Networks, Vol. 2, July 15-19, 2001, pp. 1443-1448, 6 pages. Cohen et al., "Organizational Hiring Standard," Administrative Science Quarterly, March 1986. Rees, "Information networks in labor markets," The American Economic Review, March 1966 Sahami et al. "Toward Optimal Feature Selection." In L. Saitta, editor, Machine Learning: Proceedings of the Thirteenth International Conference, pages 281-289. Morgan Kaufman, 1996. Melville, "Recruit, screen and hire: Staff selection and the decision-making process," Administration in Mental health, Fall/SWinter 1977. Martin et al. "Using a Conceptually-based Predictor of Tenure to Select Employees." Journal of Business and Psychology, Vol. 13, No. 2, Winter 1998. Personnel Decisions, Inc., "PDI Customer Service Inventory Manual," 1st ed., Copyright 1994. Personnel Decisions, International, "How to Use PDI DiskScore," Copyright 1996, 2000. Personnel Decisions, International, "Employment Inventory-Sales Manual," Copyright 1998. DATE **EXAMINER CONSIDERED SIGNATURE**

\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. <sup>1</sup>Applicant's unique citation designation number (optional). <sup>2</sup>Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file

(and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.

Substitute for form 1449/PTO INFORMATION DISCLOSURE STATEMENT BY APPLICANT (Use as many sheets as necessary)					Complete if Known				
					Application Number	09/878,245			
					Filing Date	June 12, 2001			
					First Named Inventor	Dewar			
					Art Unit	2129			
					Examiner Name	Lut Wong			
Sheet	21	of 21			Attorney Docket Number	2951.03US02	_		
		No	ON PAT	TENT LITE	ERATURE DOCUME	ENTS			
EXAMINER INITIAL*  Cite No. 1  Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number publisher, city and/or country where published									
		Development Dimensions International, Inc., "How Do You Stack Up Next to Training's New Guard?", http://web.archive.org/web/19991012021341/ddiworld.com/newguard/index.htm , 4 pages, website archived October 12, 1999.							
						redict the Performance			
			-			EE Transactions on Parallel			
					6, No. 1, 1995, pp. 28-				
	]	Geralt Gabris et al., "Situational Interviews and Job Performance," Public Personnel Management, Vol. 20, No. 4, p. 469, Winter 1991.  "Testing as a Selection Tool, Another Old and Sticky Managerial Human Bights."							
	<u></u>								
	1	"Testing as a Selection Tool: Another Old and Sticky Managerial Human Rights Issue" by George Munchus, Journal of Business Ethics, 1989.							
		www.brainbench.com website archived on May 24, 2000.							
	<del>                                     </del>	U.S. Patent Application No.: 12/338,703 (not published; Examiner has access through PAIR), filed December 18, 2008, Inventor: Dewar							
			-		·				
						Alloria			
<u></u>		-							
EXAMINER SIGNATURE					DATE CONSIDERED		<u>I</u>		

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.